

# **California Correctional Supervisors Organization, Inc.**

## **"Supervisors Representing Supervisors"**

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**Friday, August 26, 2005**  
**Weekly Update**

### ***3.0 at 50 Retirement and MO6 Raise:***

Chief Operations and Financial Officer Le Sage contacted Dave Gilb, DPA Assistant Chief of Labor Relations, on Friday August 19<sup>th</sup> regarding a Warden's meeting where he addressed the raises and retirement relating to managers. Mr. Gilb told me "DPA had not made a decision regarding the 3.0 at 50 years retirement formula being moved to managers or supervisors." He informed me that DPA would make a decision this Fall, after the legislature goes home. When Le Sage specifically questioned him on supervisors receiving the 3.0 at 50, he brought up the Government Code and how he knew CCSO would sue. Mr. Gilb stated he was aware that SO6 falls within the parity bill.

Le Sage questioned Mr. Gilb on the managers receiving a raise, and he replied that at this time no managers across the board with the exception of the MO9 would receive a raise. However, a managers pay increase would be revisited by DPA in the Fall, after the legislature goes home.

Mr. Gilb relayed the sensitive political issues revolving the 3.0 at 50 formula that has arisen due to the Governor's retirement reform legislation that was introduced.

CCSO has a meeting scheduled, September 15<sup>th</sup> to address the MO6 pay raise that should have gone into effect July 1, 2005. We have also brought this to the attention of a CCSO attorney. Updates will follow.

### ***Tour of CHAD and CTC:***

President Tatum and Administrative Field Services Representative Canutt toured and visited CCSO members on Thursday, August 25<sup>th</sup> at Chaderjian Youth Facility (Chad) and the Correctional Training Center. CCSO thanks Chapter President of Chaderjian Ross Moore and CTC Chapter President Terol McCullar who welcomed and escorted State President Tatum and Field Services Representative Canutt on the tours of their facility.

President Tatum and Administrative Representative Canutt found the staff helpful and professional at Chaderjian Youth Facility. However, both CCSO President Tatum and Representative Canutt reported that the facility's operation appears to be paralyzed by the political pressure that has been brought against it. There are several CDCR employees who are capable of running and fixing the problems at CHAD; however, due to the unjustified political pressure and CDCR's inability to keep the politicians out of their business, there appears to be difficulty in finding an employee willing to step forward to be the Superintendent for CHAD. The employees that are running the operation are reluctant hostages of this political paralyzing situation.

### ***New Academy:***

On a more positive note, President Tatum and Administrative Representative Canutt toured the CDCR academy, which revealed a more promising future for corrections. The academy is expanding and upgrading its capability for the thousands of new employees that will be needed in the next few years. CDCR is preparing to utilize NCWF, a closed facility for women, to enhance the academies training capabilities and to expand cadet housing. There seemed to be an air of excitement at the academy, as staff was busy and happy as they were preparing for the future.

NCWF will open as an Academy by the end of this year. The former women's facility will become California's second academy after the R.A. McGee Training Center in Galt. The new academy will staff approximately 125

people. After the first class of 200, the next class will have up to 1680 officers trained there each year. Transforming NCWF into an academy will not require much money, but it will require the Legislature's approval.

CDCR expects a large number of correctional officers to retire in the next couple of years, due to the new retirement formula, which allows officers in 2006 to retire with 3.0 at 50 years of age.

***Welcome New Members:***

On behalf of the CCSO State Board and staff, we welcome the new members who have joined CCSO this week. Once again we are happy to report the influx of new members. This week CCSO welcomed 40 new members.

***Thought for the Week:***

"Real integrity is doing the right thing, knowing that nobody's going to know whether you did it or not." -Oprah Winfrey.